

Survey for MPUUC from Transition Team

Your Transition Team is conducting a survey of MPUUC congregants to try to get *real* feedback for the search for a new Interim Minister, as well as get a feel for where we as a congregation want to see MPUUC going in the next few years. Please be very honest; we really need your true, deeper feelings, not what you may think you *should* want or say. This survey is not so much about our best intentions but about what we can realistically accomplish and really want from our community, on a day-to-day, weekly sort of level. We need to look at these closer, everyday wants and needs in order to look at the larger picture of where we can and want to go as a congregation, in an honest, open way. Please circle answers that you feel resonate with you and add comments freely. The more you say the more we learn and can try to make leadership aware of the congregation's wants and needs.

Questions:

1) I think the following congregational size would be ideal for MPUUC:

- a) Quite small, intimate, family sized congregation where you know everyone
- b) About the size we are now: about 100 total members (80 active); this is a comfortable size for us
- c) Somewhat larger than we are now, 120-200 members
- d) Really, really big, to be able to reach lots of people- the world needs our messages of love and acceptance now more than ever.
- e) Other:

2) And regarding the size of our congregation:

- a) Do you want to stay small and family-sized? If so, why?
 - 1) I like the intimate feel the congregation has now.
 - 2) The size we have is manageable for the space we have but growing larger becomes problematic.
 - 3) Other:

- b) Do you want MPUUC to grow, to include more new members? If so, why?
 - 1) Mainly funding: We need more members in order to meet and sustain the much-needed funds to do what we want and need to do as a vibrant congregation.
 - 2) We are too insular: We need to include more diverse members from the wider community, have more community impact.
 - 3) We need to open things up; to become more welcoming for newer members. It's hard for newer members to break in to the well-established sets of people and feel included when everyone else has known each other for years.
 - 4) Other reasons:

3) What do you REALLY want in a minister? (Circle no more than three.)

- a) Easy-going, personable, gentle, friends with everyone
 - b) Energetic and active, ready to grow the congregation and take us out to the wider world
 - c) Understands money matters and knows how to get great funding going
 - d) Good pastoral care for our congregation, nurturing, willing to visit people, etc.
 - e) Does solid community outreach in the wider community
 - f) Works passionately for social justice causes
 - g) Supports and enhances Children's and Adult RE as a key part of our congregation
 - h) Knows how congregations and the UUA work and how to work with our leadership towards common goals
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- i) Has a positive outlook on life and a great sense of humor and can make us laugh and feel hope despite all that's happening in the world
- j) Gives great sermons: What makes a great sermon, for you?

- k) Experienced interim minister; adept at managing transitions and interpersonal conflict
- l) Visionary
- m) Will challenge and guide me spiritually. What does this look like for you?

- n) Collaborative leadership style
- o) Decisive and assertive leadership style
- p) Other traits:

3A. What do you really NOT want in a minister?

4) Community Outreach- How important is it to you really? Circle all that apply.

- a) Spreading our message of love and acceptance is very important to me and I regularly put in time and effort, despite all that's going on in my life, and I am willing to commit to continuing to do so.
- b) It sounds great in theory, but in day-to-day life it's more than I have the bandwidth to take on right now; I'm doing good to wear pants.
- c) Not very. Instead, I'm trying to work my own inner development as a person right now and am looking for help and guidance on that inner journey.
- d) I like working on community causes when I can do it with my friends in the congregation as a service, and a social event, rather than having to go out by myself.
- e) I wish there were more ways to do small acts of outreach that didn't require a large, ongoing amount of time and commitment.
- f) We need to reach out to the community and when we have done so, the results have been very rewarding, but we need a wider pool of committed individuals to make it happen more.
- g) It's not important to me.
- h) Community Outreach makes me uncomfortable. I don't have the personality or skills to do it.
- i) Other:

5) Communication within MPUUC:

- a) Do you find the Week on the Peak, the Order of Service, the website and emails to be sufficient means of communication to keep you informed about events and developments within MPUUC?
 - 1) Yes, I feel well informed
 - 2) No, I suggest we need _____.

- b) Do you feel that Leadership communicates clearly, in a sufficient and transparent manner, about developments led by the Board and various committees?
 - 3) Yes, I feel well informed
 - 4) No, I suggest we need _____.

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c) Do you find the current Board structure and administrative processes satisfactory?

5) Yes

6) No, I suggest we need _____.

d) What do you want to say to the leadership at MPUUC?

6) Do you have an opinion about the location of MPUUC?

Since the Methodists plan to start building in the area where we currently are parking, space will become more challenging.

a) Tough it out and ride through the parking challenges; it would be hard to find a more accommodating set of hosts to rent from.

b) Find a new place, with more space and better access from the street.

c) Other:

7) What would you like to see MPUUC doing in:

a) The next year or two?

b) The next 5 years?

c) The next 10 years?

Please also comment on:

1. Why?

2. Do you think this is realistic? What barriers do we need to overcome?

8) What are the most important things to you about MPUUC? (Circle no more than three.)

a) Community

b) Sunday Services

c) Children's RE. Liberal education for both my children and others.

d) OWL. Our Whole Lives sexuality education.

e) Coming of Age Program

f) Adult RE. Support for my own personal spiritual journey. Opportunities to learn and practice.

g) Small Group Ministry

h) Friendships

i) Social Activities

j) Music

k) Community Service and Outreach

l) Mental Health Ministry.

m) Pastoral Care. Spiritual and practical support for me and my family when we are in need.

n) Social justice projects. The chance to join forces with others to bring about good in the world.

o) Other:

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9) What do you actually *enjoy* the most about MPUUC? (Circle no more than three.)

- a) Community
- b) Sunday Services
- c) Children's RE
- d) OWL
- e) Coming of Age Program
- f) Adult RE
- g) Small Group Ministry
- h) Friendships
- i) Social Activities
- j) Music
- k) Community Service and Outreach
- l) Mental Health Ministry
- m) Pastoral Care
- n) Social Justice Projects
- o) Other:

10) What role does MPUUC fill in your own life?

- a) As a way to meet and become friends with other like-minded people within a supportive community
- b) As a beacon, a guide for ways to live a better life
- c) As a place to learn more, grow more as an individual
- d) As a hub for taking positive community action
- e) As a place to educate the kids in the values we believe in
- f) Other:

Additional comments:

11) In your life in general, what is your typical stance regarding change? Check all that apply.

- a) I love change! I seek novelty and I'm an early adopter. Staying the same drives me crazy; I'm happiest when implementing something new in my life.
- b) I am a deliberate, positive change agent. I carefully consider my options, but once I am committed to a change, I wholeheartedly embrace it, and I help others change, too.
- c) I like to think I take a rational, flexible approach to change. I'm not interested in change for the sake of change, but I adapt more-or-less willingly at a moderate pace.
- d) Ack! Change is difficult. I crave stability in my life. Change makes me anxious and I often struggle with significant changes.
- e) Seriously, I am burnt out. Don't even talk to me about change. Please let me just put my head under the covers for a while and the world can go on around me.
- f) I'm ok with change if it's my idea. But don't try to impose anything on me without my input. I will fight you tooth and nail.
- g) Other. Please explain.

Additional comments:

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12) How do you personally feel about making changes in our congregation? Check all that apply.

- a) I'm eager to see us shake things up a bit.
- b) I'm cautiously optimistic. I have faith that we will weather the storms and come out better in the long run. I will help as much as I can.
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- c) I'll take a "wait and see" approach. I suppose some change is necessary. If someone else is willing to do the work to implement the changes, I'll go along with it.
- d) No. Please, just NO. I do not have the energy or interest to deal with more change.
- e) Other. Please explain.

Additional comments:

13) What do you sense is the state of "readiness for change" in the congregation as a whole? Check all that apply.

- a) We're raring to go! Bring it on, Baby!
- b) I think leadership has a good idea of what's needed. They'll do most of the work and the rest of us will just follow along.
- c) I think we're a mixed bag, and a lot of us are confused about what we want and/or need to do.
- d) I think we suck at change and this is going to be hard.
- e) I think we're not ready for change, but we could be, as long as we prepare for change. Specific ideas listed below.
- f) I just want us to stay the same as we are. I don't think we need to change.
- g) Other. Please explain.

Additional comments:

14) What, if any, wounds do you see that we as a congregation need to heal?

- a) Nothing significant.
- b) Grief over loss of two ministers and two DREs.
- c) Grief over the death of loved ones.
- d) Grief over the loss of friends and members who have left us.
- e) Anger over conflicts within the congregation.
- f) Trauma over US politics and current events.
- g) Other. Please explain, and please identify any specific wounds.

Additional comments:

15) Do you feel that it is important for us to do some group healing?

- a) No. We're fine. No need for group healing is indicated.
- b) I personally don't need or want to participate in any group healing activity, but I see that it could be helpful for others.
- c) I am hurting and I need to heal, but I want to do it privately, and not in a group setting.
- d) Maybe some group healing effort would be beneficial, but I'd really rather we focused our energies elsewhere.
- e) Let's put some limited energy into group healing.
- f) Yes, this is really important. We can't productively move forward without healing.

16) How do you feel about your own financial pledge to the congregation? Check all that apply.

- a) I am giving as generously as I can, and it feels good.
- b) I am grateful for this congregation!
- c) I appreciate the annual opportunity to re-evaluate my priorities and make a conscientious choice about my giving. It's a welcome spiritual practice.
- d) I am doing my best, and I wish I could give more, but money is tight.
- e) I am uncomfortable talking about money. The whole canvass process makes me feel irritable and vaguely guilty.
- f) I can never really figure out how much I ought to be giving. I wonder if I am giving a fair amount.
- g) It's a necessary evil. I do it because I have to, but I get no joy from my pledge.
- h) I contribute time and talent instead of (or in addition to) money, and I feel my non-monetary contributions are fair and valued.
- i) I contribute time and talent instead of (or in addition to) money, but I feel my non-monetary contributions are not appropriately valued.
- j) I give a minimal amount because other things are more important to me.
- k) Financial pledge? What financial pledge?
- l) Other:

17) What, if any, skills would you like to see the congregation focus on developing? Please rate importance of each on a scale of 1-5:

1 = critical for our collective survival

3 = nice to have

5 = what a waste of time

_____ Stewardship and Money Matters. How to develop a collective sense of abundance, and how to talk comfortably and transparently about money.

_____ Leadership. How to develop a common vision, and how to inspire and motivate others.

_____ Meeting Facilitation. How to run an effective, efficient, caring meeting.

_____ Event Planning. Best practices for organizing and implementing gracious events without burning out the volunteers.

_____ Diversity and Inclusion. Welcoming, engaging with, and celebrating people who may be different in some way than ourselves.

_____ Conflict Management and Resolution. Having difficult conversations about things that matter.

_____ Boundary Management. How to be appropriately assertive. How to deal with passive-aggressiveness in self and others.

_____ Other (please specify):

18) Which of the above skillsets would you personally be interested in developing and practicing for the benefit of MPUUC?

Thanks so much for taking the time and thought to do this survey for us!

-Your Transition Team